

SBP – SKILL BLOCK PLAN
ROADSIDE ENVIRONMENTAL

ENTRY LEVEL

CODE	SKILL BLOCK	REQUIREMENTS	COMPLEMENT	VALUE
1R1*	A. Small Hand & Power Tools B. Introduction to Work Zone Traffic Control Devices C. Operation of Chain Saw, or Operation of Hand Powered Auger	A. View “Hand & Power Tool Safety” Video #226 B. View “Basic Traffic Control” Video #301 * C. Complete Chain Saw Guide EQP-507 (161080020), or Complete Hand Powered Auger Guide EQP-525 (161080042) NOTE: A & B Perform work to Supervisor’s Satisfaction	No Limit	\$312
1R2*	Operate 1 Piece of Category A Equipment	Complete one (1) category A equipment guide	No Limit	\$312
1R3*	Operate Second Piece of Category A Equipment	* Complete second piece of category A equipment guide	No Limit	\$312
1R4	Commercial Drivers License	Obtain a Commercial Drivers License with required Endorsements from the Division of Motor Vehicles	No Limit	\$0
1R5*	Operate Third Piece of Category A Equipment	Complete third piece of category A equipment guide	No Limit	\$312
1R6*	Vegetation Management Module Introduction: Level 1	A. Complete Vegetation Management Module – Introduction: Level 1 course REU-151 *B. Satisfactorily complete six months experience in Roadside Environmental crew	No Limit	\$624
1R7*	Operate 1 Piece of Category A Equipment	A. Prerequisite 1R4 *B. Complete Dump Truck Guide EQP-415 (161080003)	No Limit	\$416

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1R8*	Securing and Hauling Loads	* Demonstrate skills to the Supervisor's satisfaction	No Limit	\$312
1R9*	Conduct Flagging Operations	A. Complete Flagging School SAF-238 *B. Perform flagging operation as required to the satisfaction of the Supervisor for a period of 40 hours	No Limit	\$208

Requirements to advance to Intermediate Level:

- Complete minimum time requirement of 2 years at Entry Level
- **Recommended:** satisfactorily complete Skill Blocks: 1R1, 1R2, 1R3, 1R4, 1R5, 1R6, and 1R7
- * Denotes skill blocks that require an instructor

* Quick reference for denoting Skill Blocks requiring an OJT instructor. The “*” in the Requirements column indicates the specific portion of training that requires assignment of an OJT instructor. The OJT can be an engineer, supervisor, or transportation worker. The transportation worker OJT's must attend the SBP-400 instructor training course. SBP-400 is recommended for transportation supervisor level OJT's

CATEGORY “A” EQUIPMENT			
Air Compressor	EQP-400 (161080000)	Medium Dump Truck	EQP-415 (161080003)
Asphalt Kettle	EQP-542 (161080059)	Rollback Carrier	EQP-557 (161080091)
Brush Chipper	EQP-509 (161080022)	Specialized Mower	EQP-511 (161080070)
Cutoff Saw	EQP-519 (161080035)	Tractor Attachments	EQP-440 (161080008) EQP-430 (161080004)
Forklift	SAF-240	Tractor Auger/Post Driver	EQP-440 (161080008) EQP-405 (161080001)
MADVAC Machine	EQP-574 (161080109)	Tractor Mower	EQP-440 (161080008) EQP-420 (161080006)

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INTERMEDIATE LEVEL

CODE	SKILL BLOCK	REQUIREMENTS	COMPLEMENT	VALUE
2R1*	Vegetation Management Module Horticultural Applications: Level 2	A. Prerequisite 1R6 B. Complete Vegetation Management Module, Horticultural Applications: Level 2 course (REU-165) *C. Complete six months experience in Roadside crew performing tillage and application of materials to Supervisor's satisfaction.	No Limit	\$624
2R2*	Snow and Ice Control	A. Prerequisite 1R7 B. Complete Snow and Ice Control chapter EQP-415 (161080003) *C. Operate snow and ice control equipment for 16 hours during storm conditions to Supervisor's satisfaction.	No Limit	\$312
2R3*	Operate 1 Piece of Category B Equipment	Complete one (1) category B equipment guide	No Limit	\$624
2R4*	Operate Second Piece of Category B Equipment	Operate second piece of category B equipment	No Limit	\$624
2R5*	Obtain Inmate Card for Supervision of Inmates	A. Complete Inmate Labor Seminar SEM-130. *B. Supervise inmates for 40 hours to Supervisors satisfaction	No Limit	\$312
2R6	Deleted			
2R7*	Vegetation Management Module, Pest Management: Level 2 – Backpack Calibration, Mixing/Loading Procedures, Equipment Types, Terminology, Mathematics	A. Prerequisite 1R6 B. Complete Vegetation Management Module, Pest Management: Level 2 course (REU-152), view video *C. Complete six months with instructor licensed with appropriate pesticide licenses.	No Limit	\$624
2R8*	Vegetation Management Module, Soil Stabilization: Level 2 – Ditchliners, Mulching	A. Prerequisite 1R6 B. Complete Vegetation Management Module, Soil Stabilization: Level 2 course (REU-155), view video *C. Complete six months in Roadside crew performing to Supervisor's satisfaction.	No Limit	\$624

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2R9*	Operate Third Piece of Category B Equipment	* Operate third piece of category B equipment	No Limit	\$624
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NOTE: Prerequisites listed apply *only* to employees below the Intermediate Level.

Requirements to advance to Journey Level:

- Complete minimum time requirement: 2 years at Intermediate Level
- **Recommended:** satisfactorily complete Skill Blocks: 2R1, 2R3, 2R7, & 2R8
- * Denotes skill blocks that require an instructor

* Quick reference for denoting Skill Blocks requiring an OJT instructor. The “*” in the Requirements column indicates the specific portion of training that requires assignment of an OJT instructor. The OJT can be an engineer, supervisor, or transportation worker. The transportation worker OJT’s must attend the SBP-400 instructor training course. SBP-400 is recommended for transportation supervisor level OJT’s

CATEGORY “B” EQUIPMENT			
Asphalt Distributor 400 Gallon	EQP-460 (161080012)	Mulch Blower	EQP-502 (161080015)
Bark Spreader	EQP-558 (161080092)	Side Delivery Spreader	EQP-504 (161080017)
Conventional Pesticide Applicator	EQP-500 (161080016)	Skid Steer	EQP-554 (161080085)
Front End Loader	EQP-445 (161080011)	Sod Seeder	EQP-505 (161080018)
Hydroseeder	EQP-501 (161080014)	Tractor “A” Boom Mower	EQP-440 (161080008) EQP-420 (161080006)

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JOURNEY LEVEL

CODE	SKILL BLOCK	REQUIREMENTS	COMPLEMENT	VALUE
3R1*	Inspection of Contract Mowing, Encroachments, and Similar Operation	A. Prerequisite Purchase Order Contract (SSC-120) B. Prerequisite Work Zone Safety course (SAF-500) *C. Perform inspection duties for six months to supervisor's satisfaction.	Division Engineer decides	\$520
3R2*	Plan Development and Layout of Traffic Control in a Work Zone	A. Prerequisite Basic Work Zone Safety course (SAF-500) *B. Implement traffic control in a work zone to current standards for six months to the Supervisor's satisfaction	No Limit	\$728
3R3*	Operate 1 Piece of Category C Equipment	* Complete one (1) category C equipment guide	1 – 2 per piece of Category C equipment	\$1,040
3R4*	Operate Second Piece of Category C Equipment	* Complete second piece category C equipment guide	1 – 2 per piece of Category C equipment	\$1,040
3R5	Obtain Pesticide License	Obtain NCDA pesticide license for right-of-way. License must remain current to continue receiving credit for 3R5.	No Limit	\$624
3R6*	Pesticide Handling & Disposal Regulations	A. Prerequisite 3R5 B. Complete Pesticide Handling & Disposal course (REU-157) *C. Complete at least six months in Roadside crew performing to Supervisor's satisfaction	Division Engineer decides	\$728
3R7*	Lead Worker on Erosion Control, Pest Management, or Plant Maintenance Crew	A. Complete TW's Transition To Leadership Course SBP-300 *B. Perform lead worker activities for six months to supervisor's satisfaction C. Complete Basic Work Zone Safety Course SAF-500	1 per crew (Lead worker leads a crew of at least 2 workers)	\$1,040
3R8*	Vegetation Module, Pest Management: Level 3 – Review of Established Turfgrass and Vegetation Management Programs and Soil Fumigation	A. Prerequisite 2R7 B. Complete Vegetation Management Module, Pest Management: Level 3 course (REU-153 self-study). *C. Perform duties in Roadside crew for six months to the supervisor's satisfaction	5 per division	\$728

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3R9*	Vegetation Management Module, Horticultural Applications: Level 3 —Soil Amendments, Fertility, Ornamental Site (Layout and Plan Reading)	A. Prerequisite 2R1 B. Complete Vegetation Management Module, Horticultural Applications: Level 3 course (REU-158 self-study) *C. Perform duties in Roadside crew for six months to the supervisor's satisfaction	Division Engineer decides	\$728
3R10*	Vegetation Management Module, Soil Stabilization: Level 3 – Application of Soil Amendments, Fertility, Vegetation Types, and Applications Rates	A. Prerequisite 2R8 B. Complete Vegetation Management Module, Soil Stabilization: Level 3 course (REU-156 self-study) *C. Perform duties in Roadside crew for six months to the supervisor's satisfaction	Division Engineer decides	\$728
3R11 *	Equipment Transport by Truck and Trailer with gross vehicle weight rated 10,000 lb.	A. Must have Class A CDL B. Complete Trailer (Tow Type) Guide EQP-516 (161080032)	No Limit	\$416

NOTE: Intermediate prerequisites listed apply to *all* employees below Journey Level. Due to complements, not all skill blocks are available to all Journey Level employees.

Requirements to advance to Advanced Level:

- Complete minimum time requirement: 3 years at Journey Level
- **Recommended:** satisfactorily complete Skill Blocks: 3R2; one of either 3R8, 3R9, or 3R10; and one additional skill block
- * Denotes skill blocks that require an instructor

* Quick reference for denoting Skill Blocks requiring an OJT instructor. The “*” in the Requirements column indicates the specific portion of training that requires assignment of an OJT instructor. The OJT can be an engineer, supervisor, or transportation worker. The transportation worker OJT’s must attend the SBP-400 instructor training course. SBP-400 is recommended for transportation supervisor level OJT’s

CATEGORY “C” EQUIPMENT			
Asphalt Distributor 800 gal	EQP-543 (161080060)	Computer Controlled Pesticide Applicator ≥ 300gal	EQP-559 (161080093)
Backhoe	EQP-514 (161080030)		

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ADVANCED LEVEL

CODE	SKILL BLOCK	REQUIREMENTS	COMPLEMENT	VALUE
4R1*	Operate 1 Piece of Category D Equipment	A. Complete Computer Controlled Pesticide Applicator Course- EQP-503 (161080029) *B. 160 hours OJT performing to the Supervisor's satisfaction C. Recertification every three years	1 per piece of Category D equipment	\$1,040
4R2	Obtain Ornamentals and Turf Pesticide License Certification	A. Prerequisite 3R5 B. Obtain Ornamental and Turf Certification from NCDA C. License must remain current to continue to receive credit for 4R2	No Limit	\$624
4R3	Obtain Other Pesticide License Certifications Aquatics or Forest Pest Control	A. Prerequisite 4R2 B. Obtain Aquatics or Forest Pest Control certification C. License must remain current to continue to receive credit for 4R3	3 - 5 per division	\$624
4R4*	Read and Interpret Plans and Specifications	A. Complete Math Review 1 course (SSC-010) B. Complete Plan Reading course (SSC-030) *C. Study NC Standard Specifications for Roads and Structures pertaining to landscape operations, to the supervisor's satisfaction.	Division Engineer decides	\$624
4R5	Deleted			
4R6*	Vegetation Management Module, Pest Management: Level 4 – New Techniques and Programs, Technically Advanced Equipment, Handling Public Inquiries	A. Prerequisite 3R8 B. Complete Vegetation Management Module, Pest Management: Level 4 course (REU-300), view video *C. Perform duties in a Roadside crew for six months to the supervisor's satisfaction	Division Engineer decides	\$728
4R7*	Basic Highway Operation Inspections Including Purchase Order Planting Contracts and Other Purchase Order Contracts Requiring Detailed Inspection	A. Prerequisite 4R4 B. Completion of SSC-050 *C. Perform inspection duties for three months to supervisor's satisfaction	Division Engineer decides	\$728

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4R8	Deleted			
4R9*	Instructor: Equipment Training Guides, Procedural Training Manuals, or Other Formal Training needs	A. On The Job Training SBP-400 *B. Complete duties assigned for a period of six months to the supervisor's satisfaction.	No Limit	\$520
4R10	Integrated Plant Management	A. Prerequisite 4R2 and either 3R8, 3R9, or 3R10 B. Complete IPM course and exam (REU-154)	Division Engineer decides	\$728
4R11	Nursery Stock Specifications and NCDOT Planting Guidelines	Complete Nursery Stock Specification & NCDOT Planting Guidelines study course (REU-260)	Division Engineer decides	\$624
4R12	Intermediate Work Zone Safety	A. Prerequisite: 3R2 B. Complete Intermediate Work Zone Safety Course SAF-505	1 per Crew	\$728
4R13	Third Party Company Examiner (CDL – Road Test and Certification)	Complete certification by Division of Motor Vehicles and be an active Examiner		\$520

NOTE: Journey Level prerequisites listed apply *only* to employees below the Advanced Level.

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CATEGORY “D”	
Computer Controlled Pesticide Applicator (Truck Mounted)	EQP-503 (161080029)

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SPECIALIST LEVEL

CODE	SKILL BLOCK	REQUIREMENTS	COMPLEMENT	VALUE
5R2	Senior Lead Worker	A. Prerequisite: Complete SBP-300 * B. Complete Field Maintenance Manual MNT-482 (161080028) C. Complete Introduction to Supervision SBP-510 **D. Perform duties for 6 months to Supervisor's satisfaction (to include issue work assignments, review of work, provide technical assistance, and conduct minor training)	1 per crew (A crew is lead by a TS I or II with 4 or more workers)	\$1,040
5R3	Senior Instructor: Equipment Training Guides (including Category D Equipment Guides), Procedural Training Manuals or other formal training needs	A. Prerequisite: On The Job Training SBP-400 B. Prerequisite: Level 5 C. Complete Essential Skills For Trainers SBP-500 **D. Complete training duties for 6 months to supervisor's Satisfaction	DREE sets limit – not to exceed number of "D" pieces of equipment	\$832

- The "*" in the "Requirements" column indicates the specific portion of training that requires assignment of an OJT instructor. The OJT instructor can be an engineer, supervisor, or instructor (4R9), or senior instructor (5R2).
- The double "**" indicates the need for the OJT instructor to be an engineer, supervisor, or senior instructor.

CATEGORY "D"	
Computer Controlled Pesticide Applicator (Truck Mounted)	EQP-503 (161080029)